

Nurse Announced Observation

Domain 1: Planning and Preparation

ASCD Nurse (FFT 2007) - HEPI - Component 1a

Component	Ineffective	Partially Effective	Effective	Highly Effective
1a. Demonstrating medical knowledge and skill in nursing techniques	Nurse demonstrates little understanding of medical knowledge and nursing techniques.	Nurse demonstrates basic understanding of medical knowledge and nursing techniques.	Nurse demonstrates understanding of medical knowledge and nursing techniques.	Nurse demonstrates deep and thorough understanding of medical knowledge and nursing techniques.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1a

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 1b

Component	Ineffective	Partially Effective	Effective	Highly Effective
1b. Demonstrating knowledge of child and adolescent development	Nurse displays little or no knowledge of child and adolescent development.	Nurse displays partial knowledge of child and adolescent development.	Nurse displays accurate understanding of the typical developmental characteristics of the age group, as well as exceptions to the general patterns.	In addition to accurate knowledge of the typical developmental characteristics of the age group and exceptions to the general patterns, nurse displays knowledge of the extent to which individual students follow the general patterns.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1b

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 1c

Component	Ineffective	Partially Effective	Effective	Highly Effective
1c. Establishing goals for the nursing program appropriate to the setting and the students served	Nurse has no clear goals for the nursing program, or they are inappropriate to either the situation or the age of the students.	Nurse's goals for the nursing program are rudimentary and are partially suitable to the situation and the age of the students.	Nurse's goals for the nursing program are clear and appropriate to the situation in the school and to the age of the students.	Nurse's goals for the nursing program are highly appropriate to the situation in the school and to the age of the students and have been developed following consultations with students, parents, and colleagues.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1c

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 1d

Component	Ineffective	Partially Effective	Effective	Highly Effective
1d. Demonstrating knowledge of government, community, and district regulations and resources	Nurse demonstrates little or no knowledge of governmental regulations and resources for students available through the school or district.	Nurse displays awareness of governmental regulations and resources for students available through the school or district, but no knowledge of resources available more broadly.	Nurse displays awareness of governmental regulations and resources for students available through the school or district and some familiarity with resources external to the school.	Nurse's knowledge of governmental regulations and resources for students is extensive, including those available through the school or district and in the community.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1d

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 1e

Component	Ineffective	Partially Effective	Effective	Highly Effective
1e. Developing a plan to evaluate the nursing program	Nurse has no plan to evaluate the program or resists suggestions that such an evaluation is important.	Nurse has a rudimentary plan to evaluate the nursing program.	Nurse's plan to evaluate the program is organized around clear goals and the collection of evidence to indicate the degree to which the goals have been met.	Nurse's evaluation plan is highly sophisticated, with imaginative sources of evidence and a clear path toward improving the program on an ongoing basis.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1e

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 1f

Component	Ineffective	Partially Effective	Effective	Highly Effective
1e. Planning the nursing program for both individuals and groups of students, integrated with the regular school program	Nursing program consists of a random collection of unrelated activities, lacking coherence or an overall structure.	Nurse's plan has a guiding principle and includes a number of worthwhile activities, but some of them don't fit with the broader goals.	Nurse has developed a plan that includes the important aspects of work in the setting.	Nurse's plan is highly coherent and serves to support not only the students individually and in groups, but also the broader educational program.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 1f

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

Domain 2: The Environment

ASCD Nurse (FFT 2007) - HEPI - Component 2a

Component	Ineffective	Partially Effective	Effective	Highly Effective

2a. Creating an environment of respect and rapport	Nurse's interactions with at least some students are negative or inappropriate.	Nurse's interactions with students are a mix of positive and negative.	Nurse's interactions with students are positive and respectful.	Students seek out the nurse, reflecting a high degree of comfort and trust in the relationship.
	Enter Notes & Evidence			
Rubric Score: 0/0				

N/A Rubric - Component 2a	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 2b				
Component	Ineffective	Partially Effective	Effective	Highly Effective
2b. Establishing a culture for health and wellness	Nurse makes no attempt to establish a culture for health and wellness in the school as a whole, or among students or among teachers.	Nurse's attempts to promote a culture throughout the school for health and wellness are partially successful.	Nurse promotes a culture throughout the school for health and wellness.	The culture in the school for health and wellness, while guided by the nurse, is maintained by both teachers and students.
	Enter Notes & Evidence			
Rubric Score: 0/0				

N/A Rubric - Component 2b	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 2c				
Component	Ineffective	Partially Effective	Effective	Highly Effective
2c. Following health protocols and procedures	Nurse's procedures for the nursing office are nonexistent or in disarray.	Nurse has rudimentary and partially successful procedures for the nursing office.	Nurse's procedures for the nursing office work effectively.	Nurse's procedures for the nursing office are seamless, anticipating unexpected situations.
	Enter Notes & Evidence			
Rubric Score: 0/0				

N/A Rubric - Component 2c	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 2d				
Component	Ineffective	Partially Effective	Effective	Highly Effective
2d. Supervising health associates	No guidelines for delegated duties have been established, or the guidelines are unclear. Nurse does not monitor associates' activities.	Nurse's efforts to establish guidelines for delegated duties are partially successful. Nurse monitors associates' activities sporadically.	Nurse has established guidelines for delegated duties and monitors associates' activities.	Associates work independently, indicating clear guidelines for their work. Nurse's supervision is subtle and professional.
	Enter Notes & Evidence			
Rubric Score: 0/0				

N/A Rubric - Component 2d	
Component	Insufficient Evidence

N/A

[Enter Notes & Evidence](#)

ASCD Nurse (FFT 2007) - HEPI - Component 2e

Component	Ineffective	Partially Effective	Effective	Highly Effective
2e. Organizing physical space	Nurse's office is in disarray or is inappropriate to the planned activities. Medications are not properly stored.	Nurse's attempts to create a well-organized physical environment are partially successful. Medications are stored properly but are difficult to find.	Nurse's office is well organized and is appropriate to the planned activities. Medications are properly stored and well organized.	Nurse's office is efficiently organized and is highly appropriate to the planned activities. Medications are properly stored and well organized.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 2e

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

Domain 3: Delivery of Service

ASCD Nurse (FFT 2007) - HEPI - Component 3a

Component	Ineffective	Partially Effective	Effective	Highly Effective
3a. Assessing student needs	Nurse does not assess student needs, or the assessments result in inaccurate conclusions.	Nurse's assessments of student needs are perfunctory.	Nurse assesses student needs and knows the range of student needs in the school.	Nurse conducts detailed and individualized assessment of student needs to contribute to program planning.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3a

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 3b

Component	Ineffective	Partially Effective	Effective	Highly Effective
3b. Administering medications to students	Medications are administered with no regard to state or district policies.	Medications are administered by designated individuals, but signed release forms are not conveniently stored.	Medications are administered by designated individuals, and signed release forms are conveniently stored and available when needed.	Medications are administered by designated individuals, and signed release forms are conveniently stored. Students take an active role in medication compliance.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3b

Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

ASCD Nurse (FFT 2007) - HEPI - Component 3c

Component	Ineffective	Partially Effective	Effective	Highly Effective
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3c. Promoting wellness through classes or classroom presentations	Nurse's work with students in classes fails to promote wellness.	Nurse's efforts to promote wellness through classroom presentations are partially effective.	Nurse's classroom presentations result in students acquiring the knowledge and attitudes that help them adopt a healthy lifestyle.	Nurse's classroom presentations for wellness are effective, and students assume an active role in the school in promoting a healthy lifestyle.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3c	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 3d				
Component	Ineffective	Partially Effective	Effective	Highly Effective
3d. Managing emergency situations	Nurse has no contingency plans for emergency situations. Nurse's work with students in classes fails to promote wellness.	Nurse's plans for emergency situations have been developed for the most frequently occurring situations but not others.	Nurse's plans for emergency situations have been developed for many situations.	Nurse's plans for emergency situations have been developed for many situations. Students and teachers have learned their responsibilities in case of emergencies.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3d	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 3e				
Component	Ineffective	Partially Effective	Effective	Highly Effective
3e. Demonstrating flexibility and responsiveness	Nurse adheres to the plan or program, in spite of evidence of its inadequacy.	Nurse makes modest changes in the nursing program when confronted with evidence of the need for change.	Nurse makes revisions in the nursing program when they are needed.	Nurse is continually seeking ways to improve the nursing program and makes changes as needed in response to student, parent, or teacher input.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3e	
Component	Insufficient Evidence
N/A	Enter Notes & Evidence

ASCD Nurse (FFT 2007) - HEPI - Component 3f				
Component	Ineffective	Partially Effective	Effective	Highly Effective
3f. Collaborating with teachers to develop specialized educational programs and services for students with diverse medical needs	Nurse declines to collaborate with classroom teachers to develop specialized educational programs.	Nurse collaborates with classroom teachers in developing instructional lessons and units when specifically asked to do so.	Nurse initiates collaboration with classroom teachers in developing instructional lessons and units.	Nurse initiates collaboration with classroom teachers in developing instructional lessons and units, locating additional resources from outside the school.
Enter Notes & Evidence				
Rubric Score: 0/0				

N/A Rubric - Component 3f



Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

Domain 4: Professional Responsibilities

ASCD Nurse (FFT 2007) - HEPI - Component 4a



Component	Ineffective	Partially Effective	Effective	Highly Effective
4a. Reflecting on practice	Nurse does not reflect on practice, or the reflections are inaccurate or self-serving	Nurse's reflection on practice is moderately accurate and objective without citing specific examples and with only global suggestions as to how it might be improved.	Nurse's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. Nurse makes some specific suggestions as to how the nursing program might be improved.	Nurse's reflection is highly accurate and perceptive, citing specific examples. Nurse draws on an extensive repertoire to suggest alternative strategies.

[Enter Notes & Evidence](#)

Rubric Score: 0/0

N/A Rubric - Component 4a



Component	Insufficient Evidence
N/A	
Enter Notes & Evidence	

Areas of Strength:

Areas of Growth:

Recommendations:

Additional Comments: